Remember, Reflect & Celebrate



years of the

Tennessee Human Rights Commission

Nashville Airport Marriott October 4, 2013

We proudly salute our Friend and Trustee Mrs. Jeanne Varnell

for her lifetime of Advocacy and Activism
for Civil and Human Rights in
Memphis and the state of Tennessee.
Congratulations on this well-deserved
honor.

From the Family, Trustees and Staff of



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United States Senate

185 Dirksen Senate Office Building Washington, DC 20510 (202) 224–3344 Fax: (202) 228–0566

COMMITTEES:

BANKING, HOUSING AND URBAN AFFAIRS

FOREIGN RELATIONS
SPECIAL COMMITTEE ON AGING

October 4, 2013

Tennessee Human Rights Commission 312 Rosa L Parks Ave, 23rd Floor Nashville, TN 37243

Dear Tennessee Human Rights Commission,

Congratulations on achieving 50 years of service to Tennessee. Your tireless efforts to promote equality have helped countless people throughout our state. I am grateful for the opportunity to join in commemorating this milestone.

The work you do is so important to the people of Tennessee. Best wishes for many more successful years to come.

Sincerely,

Bob Corker United States Senator





August 28, 2013

Tennessee Human Rights Commission 312 Rosa L. Parks Avenue 23rd Floor Nashville, Tennessee 37243

Dear Friends:

As Governor of the State of Tennessee, I want to take this opportunity on behalf of all Tennesseans to congratulate the Tennessee Human Rights Commission on its 50th Anniversary. The Commission has been tireless in its efforts to safeguard individuals from discrimination through enforcement and education. The Commission has a long list of accomplishments, including championing the Tennessee Human Rights Act and the Tennessee Disability Act.

I commend Executive Director Beverly L. Watts, Chair Stacey Garrett, the Board of Commissioners and Commission staff for all of your hard work.

Best wishes to the Commission on your continued efforts to make Tennessee a better place for all to live and work.

Warmest regards,

Bill Haslam

BH:dj



STATE OF TENNESSEE

RONALD L. RAMSEY
LIEUTENANT GOVERNOR
ONE LEGISLATIVE PLAZA

ONE LEGISLATIVE PLAZA NASHVILLE, TN 37243 (615) 741-4524



3311 HIGHWAY 126 BLOUNTVILLE, TN 37617 (423) 323-8700

OFFICE OF THE LIEUTENANT GOVERNOR SPEAKER OF THE SENATE

Tennessee Human Rights Commission Tennessee Tower 312 Rosa L Parks Ave, 23rd floor Nashville, TN 37243

Dear Friends,

Allow me to officially congratulate the Tennessee Human Rights Commission on reaching this remarkable 50th year anniversary milestone.

Throughout its fifty year tenure, through vigilant enforcement and vibrant education, this organization has taken seriously its mission to enforce the Tennessee Human Rights Act and the Tennessee Disability Act and coordinating compliance with Title VI of the Civil Rights Act of 1964.

As we celebrate this day, I encourage you to reflect on the great history of success we have had in Tennessee in removing the barriers of the past and eliminating the discrimination that used to be so unfortunately commonplace.

Thank you for participating in this program and for celebrating this notable milestone.

Sincerely,

Ronald L. Ramsey Lieutenant Governor Speaker of the Senate



STATE OF TENNESSEE HOUSE OF REPRESENTATIVES



Dear Friends,

I feel greatly honored to be able to join in the celebration of the 50th Anniversary Celebration of the Tennessee Human Rights Commission. Formed at the height of the Civil Rights Movement, THRC has proven vital to educating the public and safeguarding all Tennesseans from discrimination.

I want to welcome all of you here and thank you very much for your commitment to human rights. Through your hard work and determination, our state has made great strides in the last 50 years. Your commitment to excellence and service to others has touched so many lives.

Congratulations on your 50th anniversary, and I encourage you to continue fighting on to protect the most fundamental right that our country was founded upon, that all men are created equal.

Sincerely,

Beth Harwell Speaker of the House

Beth Norwell







Tennessee Black Caucus of State Legislators

Legislative Plaza · Suite 32 · Nashville, Tennessee 37243 (615) 741-4453 Office · (615) 253-0329 Fax

Rep. Larry Miller Chairman, Memphis

Rep. Brenda Gilmore Vice Chairman, Nashville

Rep. G. A. Hardaway Secretary, Memphis

Rep. Johnnie Turner Treasurer, Memphis

Rep. Joe Towns, Jr. Parliamentarian, Memphis

Rep. Harold M. Love, Jr. Chaplain, Nashville

Rep. Joe Armstrong Sergeant at Arms, Knoxville

Sen. Ophelia Ford Memphis

Sen. Thelma Harper

Sen. Reggie Tate Memphis

Rep. Barbara Cooper Memphis

Rep. John DeBerry Memphis

Rep. Lois DeBerry Memphis

Rep. JoAnne Favors Chattanooga

Rep. Karen Camper Memphis

Rep. Johnny Shaw

Rep. Antonio Parkinson Memphis August 16, 2013

Dear Friends:

It gives me great pleasure to congratulate the Tennessee Human Rights
Commission for fifty years of protecting Tennesseans from discrimination
through enforcement and education. As a State Representative for
Memphis, a city rich with so many historic civil rights milestones, I am
aware of the many struggles our state has faced over the past fifty years.
I am proud that the Commission, an independent state-agency, has
furthered our state's advancement towards a place where all can live and
work free from discrimination.

Congratulations to all of those honored during this celebration and during the commemorative celebrations that occurred this spring. I commend these individuals' efforts for their tireless efforts as advocates for human rights in Tennessee. Our state is measured by the courage, resilience and perseverance of our citizens and these individuals have set the bar.

I support the efforts of the Tennessee Human Rights Commission as they enforce the Tennessee Human Rights Act; ensuring those in our state are able to live free from discrimination in housing, employment and in places of public accommodation. I commend Executive Director Beverly L. Watts, Commission Chair Stacey Garrett, the full Board of Commissioners and staff for their dedication and hard work to safeguard individuals from discrimination.

Sincerely,

Representative Larry J. Miller

Tay J. Miller

TBCSL
"A STATE NETWORK FOR POLITICAL EQUALITY"

JOE ARMSTRONG

State Representative 15th Legislative District

PO BOX 6597 Knoxville, TN 37914

LEGISLATIVE OFFICE

35 Legislative Plaza Nashville, TN 37243-0115 Phone: (615) 741-0768 Fax: (615) 253-0316 rep.joe.armstrong@capitol.tn.gov

October 4, 2013



House of Representatives State of Tennessee

PresidentNational Black Caucus of State Legislators

MEMBER of COMMITTEES

Finance, Ways and Means Transportation Sub of Finance, Ways and Means

Tennessee Human Rights Commission Tennessee Tower- 23rd floor 312 Rosa L Parks Boulevard Nashville, Tennessee 37243

Tennessee Human Right Commission:

I am happy to be a part of the celebration of the 50th anniversary of The Tennessee Human Rights Commission, but more importantly, I am humbled to have been one of the Tennesseans committed to making manifest the dreams and goals first set into motion in 1963. As a guardian of human dignity for fifty years, THRC has contributed beyond measure to the fight for equality while safeguarding individuals from discrimination through enforcement and education.

I would like to extend my gratitude to those who continue to work for advancement. I am honored to be a part of the THRC, an organization that has indelibly shaped our local communities as well as our state for half of a century.

From vision to dream, from dream to goals, from goals to plans, policies and laws, the work of the Tennessee Human Rights Commission has cleared the path for protection from discrimination. I salute its efforts and its accomplishments, and I offer my congratulations and continued support.

Sincerely,

State Representative Joe Armstrong

Joe austrony

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Washington, D.C. 20507

Office of the Chair

September 10, 2013

The Honorable Stacey Garrett, Chair Ms. Beverly L. Watts, Director Tennessee Human Rights Commission 312 Rosa L. Parks Avenue, 23rd Floor Nashville. Tennessee 37243

Dear Chair Garrett and Director Watts:

On behalf of the United States Equal Employment Opportunity Commission (EEOC), I offer my most enthusiastic congratulations to the Tennessee Human Rights Commission (Tennessee Commission) on your 50th Anniversary.

The Tennessee Commission, formerly the Tennessee Human Relations Commission, has provided leadership not only at the state and local level, but also at the federal level on a range of civil and human rights issues, including equal employment opportunity, fair housing, and equal access to public accommodations. Created in 1963 to "encourage, promote and develop fair and equal treatment and opportunity for all persons regardless of race, color, creed, or national origin," the Commission's responsibilities later expanded to include employment discrimination on the basis of sex, disability, age, and religion. As I said when I addressed your Employment Law Seminar in Nashville on June 6, 2013, the charge to the Tennessee Human Relations Commission helped to inspire both the content of the *Civil Rights Act of 1964* and the early work of the EEOC.

Today, the Tennessee Commission is one of the EEOC's oldest and strongest partners, and we are both proud of and grateful for this relationship. You share our commitment to stopping, remedying, and preventing unlawful employment discrimination so that one day our nation can fully realize the dream of justice and equality in the workplace. As we work to meet the challenges of the 21st Century workplace, our relationship with you, especially in the EEOC's Memphis District, will continue to be an important one.

As you reflect on your great history, you should be proud of the work you have done for the men and women of Tennessee and this nation over the last half-century, and I am confident that the future work of the Commission will be equally significant. The EEOC salutes you on reaching this milestone and we look forward to working with you in the years to come. Best wishes on your October celebration and throughout your 50th Anniversary year.

Sincerely,

Jacqueline A. Berrien

Chair



UNITED STATES COMMISSION ON CIVIL RIGHTS



1331 Pennsylvania Ave, NW • Suite 1150 • Washington, DC 20425 www.usccr.gov

Tennessee Human Rights Commission 312 Rosa L Parks Ave. 23rd Floor Nashville, TN 37243

Dear Tennessee Human Rights Commission,

It is with great pleasure that I write to commemorate the 50th Anniversary of the establishment of the Tennessee Human Rights Commission (the "Commission"). Since its inception on September 30, 1963, the Commission has been a vigilant advocate and protector of human rights across Tennessee, and has become a national model for others.

Through strong partnerships with state and federal agencies, such as the U.S. Department of Housing and Urban Development and the U.S. Equal Opportunity Commission, the Commission ensures a full-service, hands-on approach to fighting for the rights of all Tennesseans in matters of housing, employment and public accommodations, safeguarding that no one is discriminated against because of race, color, creed, religion, sex, age, disability, familial status and national origin.

As the country recently celebrated the 50th Anniversary of the March on Washington for Jobs and Freedom and Dr. Martin Luther King's "I Have a Dream" speech, the Tennessee Human Rights Commission is a shining example of Dr. King's Dream, ensuring that as all persons are created equal and that they are treated equally. I am confident that as the country continues to progress towards economic, educational and social equity, we at the United States Commission on Civil Rights have a staunch ally in the Tennessee Human Rights Commission.

Happy 50th Anniversary!

With warm regards,

Martin R. Castro Chairman



INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES October 4, 2013

Dear Members of the Tennessee Human Rights Commission & Guests:

On behalf of the Board of Directors and members of the International Association of Official Human Rights Agencies (IAOHRA), I want to congratulate you on your 50th anniversary of fighting against discrimination and working for equality for all Tennesseans.

Jean M. Kelleher President Alexandria, VA (703) 746-3140

Robin S. Toma, Esq. First Vice President Los Angeles, CA (213)639-6089

Raphael A. Maharaj Second Vice President Mobile, AL (251) 208-7812

> Paula M. Haley Secretary Anchorage, AK (907) 276-7474

Lonnie L. Douglas Treasurer South Bend, IN (574) 235-9355

Shawn Martel Moore Immediate Past President Ithaca, NY Our Association, founded in 1949, continues to pursue its mission of:

- Fostering human and intergroup relations
- Enhancing human rights practices under law
- Promoting human and civil rights around the world
- Providing leadership in the development and enforcement of needed statutes and ordinances –local, state and federal – to safeguard the human and civil rights of all people.

We collaborate with you and share common goals. We look forward to continuing our work with you to achieve them.

As you celebrate today, honoring the past and recognizing your considerable achievements, I hope you will embrace our shared challenges for the future. State and local agencies face challenges based on funding, ideology and judicial interpretation of laws. Together we can build a strong business case for the work we do. The humanitarian side of the work we do is evident, in this room and within each of you.

I wish you an unforgettable day.

Washington D.C. Office 444 North Capitol, N.W. Suite 536 Washington, D.C. 20001 (202) 624-5410

Jean M. Kelleher, JD, CPM

President

Sincerely yours

A District of Columbia Nonprofit Corporation





TENNESSEE HUMAN RIGHTS COMMISSION CENTRAL OFFICE

WILLIAM R. SNODGRASS TENNESSEE TOWER 312 ROSA L PARKS AVENUE, 23RD FLOOR NASHVILLE, TN 37243-1102

(615) 741-5825 FAX (615) 253-1886 Toll-Free: 1-800-251-3589 Toll-Free Spanish: 1-866-856-1252 www.tn.gov/humanrights

Friday, October 4, 2013

Dear Friends:

On behalf of the entire Board of Commissioners, we welcome you to the 50th Anniversary Celebration of the Tennessee Human Rights Commission. We are pleased you have joined us to remember, reflect and celebrate on this important milestone in Tennessee history.

We are honored to have four powerful advocates and one powerful institutional advocate, Dr. Fred Cloud, Mrs. Inez Crutchfield, Mrs. Jeanne Varnell, Mrs. Yvonne Wood and Pastor Kelly Miller Smith, Jr. from First Baptist Church Capitol Hill, with us today. The Commission is honoring these individuals for their countless contributions to advancing human rights in Tennessee. These individuals, along with the many individuals honored this past spring, are the true leaders behind the many accomplishments our state has made in the past fifty years. The Commission applauds every Tennessean who stands up for equality, fairness and dignity for all.

We hope you will take inspiration from this Celebration's program, speakers and honorees. We encourage everyone to continue to work towards making Tennessee a place where all live free from discrimination.

Sincerely,

Stacey A. Garrett

Chair, Board of Commissioners

TENNESSEE HUMAN RIGHTS COMMISSION BOARD OF COMMISSIONERS

East Division

Commissioner Annazette Houston Knoxville, TN
Commissioner William Coleman Johnson City, TN
Commissioner Chrystal Cross Horne Chattanooga, TN
Commissioner Patricia A. Pierce Harriman, TN
Commissioner Rev. Paul McDaniel Chattanooga, TN

Middle Division

Commissioner Stacey A. Garrett, Esq., Chair

Commissioner Bill Martin

Nashville, TN

Commissioner A.J. Starling

Nashville, TN

Commissioner Bishop Joseph Warren Walker

Nashville, TN

Commissioner Karla Miller, Esq.

Nashville, TN

West Division

Commissioner Jocelyn Dan Wurzburg, J.D.

Commissioner Rev. Dennis E. Blalock

Jackson, TN

Commissioner Rev. Ralph White

Memphis, TN

Commissioner Rev. Robert Earl Jones

Memphis, TN

Commissioner David J. Cocke, Esq.

Memphis, TN



TENNESSEE HUMAN RIGHTS COMMISSION CENTRAL OFFICE

WILLIAM R. SNODGRASS TENNESSEE TOWER 312 ROSA L PARKS AVENUE, 23RD FLOOR NASHVILLE, TN 37243-1102

(615) 741-5825 FAX (615) 253-1886 Toll-Free: 1-800-251-3589 Toll-Free Spanish: 1-866-856-1252 www.tn.gov/humanrights

Friday, October 4, 2013

Dear Honored Guests:

I am pleased to welcome you to our 50th Anniversary Celebration. Today we pause to remember and reflect on the history of the Tennessee Human Rights Commission as well as celebrate the accomplishments of this organization and advocates who continue to work to make Tennessee an inclusive place to live and work.

In our early history, the Commission traveled the state to promote our original mission to encourage, promote and develop fair and equal treatment and opportunity for all persons. During the past twelve months, we have once again traveled the state. We held events to honor some of the many civil rights advocates in several communities. We continue to benefit from the countless acts and efforts of these Tennesseans. While honoring these individuals, we used these opportunities to hold workshops and meeting to educate the public about their rights and responsibilities under the law in cities across the state.

We hope that today you will continue the conversation and take action to ensure a Tennessee free of discrimination and one that reflects Dr. King's Dream.

Sincerely,

Beverly L. Watts Executive Director



TENNESSEE HUMAN RIGHTS COMMISSION

William R. Snodgrass Tennessee Tower 312 Rosa L. Parks Avenue, 23rd Floor Nashville, TN 37243

1-800-251-3589 www.tn.gov/humanrights



Dear Friends.

We are elated you have joined us today for the 50th Anniversary celebration of the Tennessee Human Rights Commission. On behalf of the Board of Commissioners, we extend our greetings to each of you.

We want to express appreciation to all our sponsors who have provided support for this event and for our regional celebrations held across the state. Your financial contributions have made these important events possible.

We have recognized individuals from across the state who are champions for civil and human rights. We believe that each of these outstanding citizens played an integral role in advancing equal rights in Tennessee. We salute them today.

We want to thank Governor Haslam, Lieutenant Governor Ron Ramsey, Speaker of the House Beth Harwell, Representative Joe Armstrong and Representative Larry Miller for serving as Honorary Chairs of our Anniversary events.

Thanks to Executive Director, Beverly Watts for her leadership at the Commission and to Susannah Berry for her creativity and hard work organizing our Anniversary events. We thank all the Commission staff for their work in ensuring that every person's civil rights in Tennessee are protected.

The work of the Commission over the past 50 years has included not only enforcing Tennessee's anti-discrimination laws, but the important work of educating employers of their responsibilities and ensuring that the public is aware of their rights.

Today is the culmination of our year-long Anniversary events. We remember, reflect, and celebrate the critical work of the Tennessee Human Rights Commission of eliminating unlawful discrimination in Tennessee.

Patricia Lurie

Jocelyn D. Wurzburg



Patricia A. Pierce



Ruby A. Miller

July a. Miller



50TH ANNIVERSARY COMMEMORATIVE CELEBRATION

50th Anniversary Planning Committee

Honorary Chair Governor Bill Haslam

Honorary Co-Chairs Lieutenant Governor Ron Ramsey

Speaker of the House Beth Harwell

Representative Joe Armstrong

Representative Larry Miller



Committee Co-Chairs Former Commissioner Ruby A. Miller

Commissioner Patricia A. Pierce

Commissioner Jocelyn D. Wurzburg

Committee Members Lorenzo Benson

Paula Casey

Edwin Osborne

Bobbie Porter

Staff Executive Director Beverly L. Watts

Susannah Berry



House of Representatives Proclamation

Whereas, the Tennessee Human Rights Commission is celebrating its 50th year as the State of Tennessee's Human Rights agency and has safeguarded Tennesseans from discrimination through enforcement and education for five decades; and

Whereas, Governor Frank Clement created the Tennessee Human Relations Commission on September 30, 1963, by Executive Order 18 to advise the Governor and governmental agencies and to encourage, promote, and develop fair, equal treatment and opportunity for all persons regardless of race, color, creed, or national origin; and

Whereas, the Tennessee legislature created the Tennessee Commission on Human Development, which absorbed the duties of the previous Tennessee Human Relations Commission, adopted rules and regulations to govern its proceedings, and added a prohibition against sex discrimination; and

Whereas, the Tennessee Human Rights Act (THRA) became law in 1978, which transformed the Commission from an advisory to an enforcement organization with powers to investigate, conciliate, and litigate claims of discrimination; and

Whereas, legislative amendments to the THRA in 1979, 1980, 1983, 1984, 1990, and 2009 expanded protections to include disability and age, changed the name to its current one, the Tennessee Human Rights Commission, and added prohibitions on housing discrimination, including expansions of protections based on familial status and disability and the authority to coordinate State of Tennessee compliance with Title VI of the Civil Rights Act of 1964; and

Whereas, the Tennessee Human Rights Commission has evolved in its fifty-year history, providing service to the citizens of Tennessee, including training for citizens, employers housing providers, public officials, and others to ensure they understand their rights and responsibilities under the law; and

Whereas, the commission has obtained non-monetary benefits for victims of discrimination including new policies and laws; reinstatement of jobs, transfers, promotions, modification, or accommodation; reinstatement of housing, fair housing, and equal opportunity training; improved working conditions and policy changes; and monetary benefits in the millions for victims of discrimination; and

Whereas, the Commission continues its original mission to safeguard individuals from discrimination through enforcement and education and to ensure fairness and equal opportunity for all Tennesseans; and

Whereas, the Commission continues to develop partnerships with community organizations, civil rights enforcement agencies, and governmental agencies and established formal partnerships with the U.S. Equal Employment Opportunity Commission in 1979 and the U.S. Department of Housing and Urban Development in 1994, allowing THRC to extend federal protections to persons alleging discriminations; and

Whereas, the Commission received 1,118 inquiries, filed 681 complaints, filed six reasonable cause cases, conducted ninety-three outreach activities, and established partnerships with 120 organizations and reviewed forty-two Title VI Implementation Plans from Tennessee state agencies during the 2011-2012 fiscal year; and

Whereas, the Tennessee Human Rights Commission is comprised of a fifteen-member Board of Commissioners led by Chair Stacey Garrett and twenty-nine staff members led by Executive Director Beverly L. Watts; and

Whereas, the Tennessee Human Rights Commission is an independent state agency responsible for enforcing the Tennessee Human Rights Act and the Tennessee Disability Act and coordinating the State of Tennessee's compliance with Title VI of the Civil Rights Act of 1964; and

Whereas, the Tennessee Human Rights Commission Board of Commissioners and staff serve Tennessee ensuring that all citizens are treated with respect and equality; now, therefore,

I, Beth Harwell, Speaker of the House of Representatives of the One Hundred Eighth General Assembly of the State of Tennessee, at the request of and in conjunction with Representative G.A. Hardaway, do hereby proclaim that we commemorate the 50th anniversary of the Tennessee Human Rights Commission.

Proclaimed in Nashville, Tennessee on this the 1st day of May, 2013.

SPEAKER OF THE HOUSE OF REPRESENTATIVE

G.A. HARDAWAY, REPRESENTATIVE

TENNESSEE HUMAN RIGHTS COMMISSION 50TH ANNIVERSARY CELEBRATION

FRIDAY, OCTOBER 4, 2013 10:00 AM—1:30 PM

PROGRAM AGENDA

Presentation of Colors: Girl Scouts of Middle Tennessee

Welcoming Remarks

Governor Bill Haslam Filmed Remarks

Speaker of the House Beth Harwell

Chair Stacey A. Garrett, Tennessee Human Rights Commission (THRC)

50th Anniversary Proclamation Presentation

Representative G.A. Hardaway

Master of Ceremonies: Executive Director Beverly L. Watts, THRC

The Tennessee Human Rights Commission: A Brief History

Remember, Reflect & Celebrate: A Panel Conversation

Moderator: Anne Holt, WKRN

Rev. Dr. Bernard Lafayette

Dr. Rip Patton

John Seigenthaler

Special Recognitions

Former THRC Chairs, Commissioners, Executive Directors & Staff

Honor Roll

Break

Luncheon 12:00 PM —1:30 PM

Reflections from Human Rights Advocates: A Film Collaboration

50th Anniversary Human Rights Advocates

Dr. Fred Cloud

Mrs. Inez Crutchfield

Mrs. Yvonne Wood

Mrs. Jeanne Varnell

First Baptist Church Capitol Hill

Closing: Executive Director, Beverly L. Watts

Southern Word: Spoken Word Performance

Remember, Reflect & Celebrate: A Panel Conversation

Moderated by: Anne Holt, WKRN

Panelists: Rev. Dr. Bernard Lafayette, Dr. Rip Patton, & John Seigenthaler



Anne Holt, WKRN

A three-time Emmy Award-winning journalist and recipient of the coveted George Foster Peabody Award for the investigative documentary "Under the Influence", Anne is recognized by her peers throughout the Mid-South as an outstanding role model.

Anne was one of 13 children born to a family of sharecroppers in west Tennessee. She received her education from the University of Tennessee in Knoxville and immediately went to work for the local television station, WATE-TV. Anne moved to Nashville in 1976, and went to work for WKRN News 2 as a reporter and weekend anchor. In 1980, Anne became primary anchor. She has received countless awards

and honors including the Jerry Thompson Communicator's "Lifetime Achievement Award" from NCCJ; the Donald G. Hileman Distinguished Alumni Award from the University of Tennessee College of Communications, and the Distinguished Service Award from the Tennessee Association of Broadcasters. With that honor, Anne earned the distinction of being the first woman, the first African American and the first news anchor to receive the award.

In addition to her anchoring duties at WKRN News 2, Anne serves as spokesperson for News 2's "Food to Families" campaign. A sorting room at the Second Harvest Food Bank was named the "Anne Holt Room", reflecting Anne's years of dedication to helping feed hungry families in Middle Tennessee.



Rev. Dr. Bernard Lafayette, Jr.

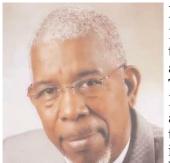
Bernard LaFayette, Jr. received what he calls his "final marching orders" from Dr. Martin Luther King, Jr. as he prepared to leave the Lorraine Motel in Memphis. "Now, Bernard, the next movement we're going to have is to institutionalize and internationalize nonviolence." Five hours later, Dr. King was assassinated. Dr. LaFayette has been working ever since to fulfill that request.

Dr. LaFayette has been a Civil Rights Movement activist, minister, educator, lecturer, and is an authority on the strategy on nonviolent social change. He cofounded the Student Nonviolent Coordinating Committee (SNCC) in 1960. He was a leader of the Nashville Movement (1960) and on the Freedom Rides (1961) and the

1965 Selma Movement. He directed the Alabama Voter Registration Project in 1962, and he was appointed National Program Administrator for the Southern Christian Leadership Conference (SCLC) and National Coordinator of the 1968 Poor Peoples' Campaign by Martin Luther King, Jr. In addition, Dr. LaFayette has served as Director of Peace and Justice in Latin America; Chairperson of the Consortium on Peace Research, Education and Development; Director of the PUSH Excel Institute; and minister of the Westminster Presbyterian Church in Tuskegee, Alabama.

An ordained minister, Dr. LaFayette earned his B.A. from the American Baptist Theological Seminary in Nashville, Tennessee, and his Ed.M. and Ed.D from Harvard University. He has served on the faculties of Columbia Theological Seminary in Atlanta and Alabama State University in Montgomery, where he was Dean of the Graduate School; he also was principal of Tuskegee Institute High School in Tuskegee, Alabama and a teaching fellow at Harvard University.

Dr. LaFayette is a former President of the American Baptist College of ABT Seminary in Nashville, Tennessee; Scholar in Residence at the Martin Luther King, Jr. Center for Nonviolent Social Change in Atlanta, Georgia; and Pastor Emeritus of the Progressive Baptist Church in Nashville, Tennessee. He was founder and director of the Center for Nonviolence and Peace Studies at the University of Rhode Island from 1998 until 2006. Since 2006, he has held the position of Distinguished Senior Scholar in Residence at the Candler School of Theology at Emory University in Atlanta, GA. He is the National Civil Rights Museum's National Freedom Award recipient for 2012. He is chairman of the Board of the Southern Christian Leadership Conference (SCLC) – founded by Dr. Martin Luther King Jr.



Dr. Rip Patton

Dr. Rip Patton, a native of Nashville, Tennessee, received his education foundation in the city school system. After graduating from Pearl High School, where he was a drummer in the band, he entered Tennessee A & I State University (now Tennessee State University (TSU), majoring in Music Education. It was at TSU that Dr. Patton joined an organization that literally changed his life. In addition to becoming a member of the Marching 100 and the jazz band, he joined the Student Central Committee of the Nashville Christian Leadership Council. This involvement led to Civil Rights workshops, sit-ins at lunch counters, pickets at local stores, demonstrations, arrests and eventually becoming a 1961 Freedom

Rider. On May 24, 1961, he traveled to Montgomery, Alabama, where he boarded one of the first buses to Jackson, Mississippi. There the 21-year-old activist was arrested and held in the Hines County Jail before being transferred to Parchman Maximum Security Prison. He was imprisoned for a total of 44 days. Following his return to Tennessee, Dr. Patton again participated in local civil rights activities, such as picketing area stores. He was soon invited to New York City where he worked at the Congress of Racial Equality (CORE) from 1961 thru 1962. Along this journey, there was one element that was consistently forged and reinforced - an undying, relentless spirit, and a life committed to securing civil rights for all.

Vocationally, Dr. Patton has been a professional musician, playing with a symphony orchestra and with such jazz greats as Lou Rawls, Les McCann, Kossie Gardner and Roy Ayers. His most recent position was as a professional long haul driver, earning many distinctions and a member of the Federal Highway Advisory Committee for eight years. Dr. Patton is now retired. He continues to be a passionate storyteller of actual events that are part of the history of civil rights in the United States. Since 2007, Dr. Patton has annually taught a civil rights history class at Stetson School of Law in Gulfport, Florida. He also facilitates a tour of southern historical civil rights cities for these students, along with the history students of renowned author Raymond Arsenault of South Florida University. In 2008, Rip Patton and thirteen other Freedom Riders were honored by Tennessee State University and received the Doctor of Humane Letters degree.



John Seigenthaler

John Seigenthaler founded the First Amendment Center in 1991 with the mission of creating national discussion, dialogue and debate about First Amendment rights and values. A former president of the American Society of Newspaper Editors, Mr. Seigenthaler served for 43 years as an award-winning journalist for *The Tennessean*, Nashville's morning newspaper. After his retirement he was editor, publisher and CEO. He retains the title Chairman Emeritus. In 1982, Mr. Seigenthaler became founding editorial director of *USA TODAY* and served in that position for a decade. A former Nieman Fellow at Harvard University, he served for two decades as a member of the Nieman Advisory Board.

Mr. Seigenthaler left journalism briefly in the early 1960s to serve in the U.S. Justice Department as administrative assistant to Attorney General Robert F. Kennedy. His work in the field of civil rights led to his service as chief negotiator with the governor of Alabama during the Freedom Rides. During that crisis, while attempting to aid Freedom Riders in Montgomery, Alabama, he was attacked by a mob of Klansmen and hospitalized.

A senior advisory trustee of the Freedom Forum, he is chair of the Robert F. Kennedy Book Awards for the RFK Center for Justice and Human Rights and Chairman Emeritus of the annual Profile in Courage Award selection committee of the John F. Kennedy Library Foundation. Mr. Seigenthaler is a member of the Constitution Project on Liberty and Security and served on the 18-member National Commission on Federal Election Reform organized in 2001 by former Presidents Carter and Ford. He is a member of the Country Music Foundation, Inc. Board of Officers and Trustees and a member of the Board of Directors of the Howard H. Baker Jr. Center for Public Policy at the University of Tennessee at Knoxville. In 2002, the trustees of Vanderbilt University created the John Seigenthaler Center, naming the building at 18th Avenue South and Edgehill Avenue that houses the offices of the Freedom Forum, the First Amendment Center and the Diversity Institute. The John Seigenthaler Center encompasses 57,000 square feet and includes a three-story expansion that was funded by the Freedom Forum and donated to Vanderbilt.

A chair in First Amendment Studies was endowed for \$1.5 million in Mr. Seigenthaler's name at Middle Tennessee State University. Scholarship projects are endowed at both Vanderbilt and Middle Tennessee State in Mr. Seigenthaler's name.

BOARD OF COMMISSIONERS 1963-2013

The Commission's 15-member board (five from each of the state's Grand Divisions) is made up of Tennesseans that represent employers, business owners, religious groups, trade unions, human rights groups and the general public. These individuals are appointed by the Governor to serve six year terms. The Commission is grateful for guidance and leadership from our Board of Commissioners from the past 50 years.

Following is a listing of those individuals who have served on the Tennessee Human Rights Commission Board of Commissioners.

Rev. Dr. Chestina Archibald, Middle Tennessee Bridget Bailey, 2001, Knoxville Renfro B. Baird, III, 1991, Rogersville Emmett Ballard, 1963, J. Emmett Ballard*, 1965, Jackson **Delorise Barnes** George Barrett, 1963, Nashville Agnes Bird, 1965, Maryville Rev. Dennis E. Blalock, 2006, Jackson David Blumberg, 1971, Knoxville Nathan Blye, East Tennessee Dr. Edward J. Boling, 1963, Knoxville Richard Booth, 1991, Memphis Dr. T.B. Boyd, III, Nashville Carl Carson, 1967, West TN Tania Castroverde, 1999, Memphis Noble Caudill, 1971, Hendersonville Louise Chamberlain, 1985, Greenville Clarence Clark, 1991, Paris David J. Cocke, 2006, Memphis Lill Coker*, 1998, Diane Coleman, Nashville William Coleman Jr., 2013, Johnson City Inez Crutchfield, Middle Tennessee Rev. Edward Currie, West Tennessee Ralph Davis, 2006, Johnson City Rev. Wayne Dehoney, 1963, Jackson Fred Dettwiller*, 1985, Nashville Rudy Dirl, 1991, Knoxville Rev. Sam R. Dodson, Jr., 1963, Nashville* Terry Essex, 1997, Knoxville Herman C. Ewing, 1971, Memphis Michael Faulk, 1985, Rogersville

Bert Ferguson, 1963, Memphis Julia Foreman, 1967, Nashville Michelle Frazier, 2002, Nashville Evelyn Gaines, 1985, Nashville William E. Gardner, 1967, Kingsport Stacey Garrett*, 2003, Nashville Dr. Elmer P. Gibson*, 1963, Morristown Walter Gibson, 1988, Memphis Rev. John Gilmore, 1997, Memphis Rev. Frank R. Gordon, 1963, Knoxville Dr. Arthur Graham, 1963, Oak Ridge L. Lasimba M. Gray, Jr.*, 1985, Memphis Francis S. Guess*, 1974, Nashville Jack Gunter, 1991, Nashville Teresa Hairston, 1997, Nashville Yusuf Hakeem, 2003, Chattanooga Patricia Hammonds, 2002, Knoxville Honorable Bennie J. Harris, 1963, Chattanooga Teresa Harris, 1997 George T. Heaberg, III, 1985, Jackson Delphus Hicks, 1995, Bolivar Brad Hodge, 1999, Andersonville Rev. Dr. Benjamin L. Hooks*, 1963, Memphis Arthur Horne, III, 2003, Memphis Chrystal Cross Horne, 2012, Chattanooga Annazette Houston, 2013, Knoxville Elizabeth Jacobs, 1971, Nashville Dr. Charles W. Johnson, 1963, Nashville Rev. Ezra M. Johnson, 1967, Memphis Rev. Robert Earl Jones, 2001, Memphis Rev. W.O. Jones, 1968, Chattanooga Monsignor M.F. Kearney, 1963, Memphis

Luther M. Kindall, 1985, Concord Garland King, 1995, Shelbyville Kathy Kirk, 2001, Memphis Rev. Samuel Kyles, 2004, Memphis Annette Levy, 1967, Nashville Gregory Lewis, 2004, Columbia H. Kirke Lewis, 1995, Memphis Matthew Lynch, 1963, Nashville Bill Martin, 2013, Mt. Juliet Claudine Martin, 1985, Winchester Lester McClain, 1985, Knoxville Ann M. McConnell, 1991, Johnson City Charles McCreight, West Tennessee Hugh McDade, 1967, Maryville Rev. Paul A. McDaniel, 2009, Chattanooga Willie T. Miles*, Memphis Karla Miller, 2009, Nashville Ruby Miller, 2007, Oak Ridge Harry Moore, 1988, Germantown Rev. Riley Moore, Sr., Middle Tennessee Dee Moran, 1985, Memphis Dr. Charles T. Morgan, 1963, Nashville Cornelius Murrell Roy Noel, 1985, Chattanooga Dr. Theron Northcross, 1967, Memphis Gail O. Nueman, 1997, Smyrna Norma Ogle*, 1995, Sevierville Edwin P. Osborne, 2006, Morristown Gilbert Parker, 1967, Tiptonville Patricia Pierce*, 2005, Nashville/Harriman Dee Evans Potter, Memphis Honorable Nathan B. Pride, 2003, Jackson David W. Proffitt, 1965, Maryville Edward Redditt*, 1971, Memphis Clarence Risin, 1998, Knoxville Dr. Felix Robb, 1963, Nashville Gregory Rodriquez, 2003, Nashville Edna Loveday Rogers, 1999, Sevierville Mrs. Ellen Rosser, 1967, Nashville Rev. Edwin C. Sanders, 1997, Nashville C. Madison Sarratt, 1963, Nashville Frances Silver, Oak Ridge Wilson Sims*, 1967, Nashville Robin Smith, 2002, Chattanooga

Newt A. Soloman*, 1967, Nashville A.J. Starling, 2003, Nashville Charles L. Stearns, 1991, Harrison Dudley Taylor, 1988, Knoxville Eric B. Taylor, 1985, Memphis Landon Thomas, West Tennessee Jeanie Todd, 2000, Jackson William T. Underwood, 1967, Chattanooga Dr. Fred Valentine, 1971, Newport Rev. Bishop Joseph Walker, 2004, Nashville Catherine Walton, Memphis Richard Watterson, East Tennessee Susan Weiss, 1995, Brentwood Rev. Ralph White, 2012, Memphis Spencer Wiggins*, 1999, Nashville Rev. Charles F. Williams, 1963, Memphis A.W. Willis, Jr.*, 1963, Memphis Lee Winchester, Jr., 1963, Memphis Wayne L. Wright, Nashville Jocelyn Wurzburg, 1971, 2007, Memphis Rabbi Max Zucker, 1963, Knoxville

*Served as Chair

Thank you to the many staff and Executive Directors who have served the Commission; without their dedication and hard work, the past fifty years of progress would not have been possible.

"All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence." - Dr. Marin Luther King, Jr.

FORMER & CURRENT EXECUTIVE DIRECTORS

Shara Cross

Mark S. Isreal, 1965 Cornelius Jones, 1967-1977 Arnett Montague, 1978-1979 Dr. Warren N. Moore, 1979-1996 Julius Sloss, 1997-2002

Amber Gooding, 2003-2006 Beverly L. Watts, 2007-present

FORMER & CURRENT STAFF

Cathy Abramowitz Tara A. Acton Antonio Adams Jere Sue Adams Charles Akers Monica Alexander Archie E. Allen Chris Altic James Alfred Anderson Tina Andrews Rachel Appelt Ximena Armstrong Thierno Bah Kimberly Bandy Patricia Batts Lamont Bell Lorenzo Benson Kaleda Bentley Susannah Berry Dorothy Lockridge Black Audrey Hall **Judy Bowers Margaret Brenner** Robert A. Bright Laura Burch Lucy Campa Kelly Cannida Frank Carr LaShondia Chambers Patricia A. Collier Nathan Connelly Lisa Countiss

Tiffany Baker Cox

Tricia Crawford

Yolanda Dancer Tracy Davidson James E. Davis Lois Edwards **Darlene Embrey** Carmen Ernst Paula Farmer **Bobbie Foriest** Geraldien Foster Richard Gadzekpo Barbara Gardner Diana Gardner Tricia Gerou Jennifer Gibson Michael Giove Samelta Glenn Francisco Guzman Billie Jean Haddock Josephine Hall Sherree Y. Hall Rita Hamlet Jean Hamlin Ron Hardaway Samantha Hatcher **Scott Hensley** Warren S. Henslev Wendell E. Hines Kimyona Parker Hix **Ronnie Holmes** Sabrina Hooper Cynthia Howard

Wanda Jennings Lurix E. Johnson Cornelius Jones Sandra Kevs Leon King Linda Lambert Lisa Lancaster Suzanne Land Eric Lincoln Dr. Leonard Madu **Scott Mayor** Esperanza McCrary Mitzi McCullough Mrs. Ken McCullough Columba McHale **Luther Mercer** Patricia Mitchell Saadia Montaner Steve Moore Warren N. Moore **Patsy Mullins** Judy Murphy Jesse E. Neeley David C. Neely Richard A. Northcutt Anne B. Nyanda Zita Pajumae **Edward Parker Rachel Parris** Ritchie Patton Patricia Pierce Delores Pittman

Daniel Porter Rebecca Ramsey Linda Reed Mrs. Bobbie Rice Jennell Riddle Dale B. Robinson Shalini Rose Dianna Ruch Jay Santiago John Shacklett Kelly Sheeman Richard Sherman Jennie Shute Kendra Lynn Smith Renee Smith Lila Stafford Matthew Stephenson Scott Sutton Cvnthia Tallev Lissette Tant Tiffany Taylor **Marcus Thomas** Teresa Thompson **Robert Tibbs Betty Wallace** Patricia Warner **Deborah Evans Williams** Diyonne N. Williams Gloria Williams Paul L. Williams Saadia Williams Seth Yu

Bobbie Porter

HONOR ROLL

Today we pause to give thanks and remembrance to those who have contributed to advancing human and civil rights in Tennessee who have passed away. These Tennesseans who have left a legacy of working and speaking for the rights of all Tennesseans were nominated by their colleagues, friends and family. As part of our on-going commitment to honoring those who champion for the rights of others, we will be continuing this Honor Roll beyond this Celebration. We invite you to continue to submit individuals to the Board of Commissioners for consideration, as this continues to grow alongside the Commission.

"Where after all do universal human rights begin? In small places, close to home - so close and so small that they cannot be seen on any map of the world... Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world." - Eleanor Roosevelt

Dr. June Anderson

Bob Belton Alan Black

David Blumberg

Mertie Buckman Willie Buckner Louise Burgess

Rev. Will Campbell Gov. Frank Clement

Carolyn Cowan

Ann Deal

Rep. Lois DeBerry

Rev. Sam R. Dodson, Jr.

Norma Dugger Herman Ewing

Richard Fields, Esq. Betty Hill Goah

Sarah Moore Green

The Hon. Bennie J. Harris

The Hon. Otis Higgs

The Hon. Benjamin Hooks

Elizabeth Jacobs

The Hon. Minerva Johnican

R. William Johnson

Rev. W.O. Jones

Dr. Truman Kahn The Hon. Alvin King Garland King Annette Levy

The Hon. H. T. Lockhart Alexander Looby, Esq.

Sally McCaskill Hugh McDade

Roy Noel Dr. Theron Northcross

Hon. Anna Belle Clement O'Brien

Jackie Page

Margaret Phillips George Phipps Martha Ragland Marvin Ratner, Esq.

Ed Redditt

Margie Reynolds Mary W. Robinson Gregory Rodriquez C. Madison Sarratt

Charles "Chuck" Scruggs

Dr. Vasco Smith Kitty Smith

The Hon. Maxine A. Smith

W.O. Smith

Rev. Kelly Miller Smith, Sr.

Newt A. Soloman

Dr. Henry Logan Starks

Kathleen A. Stephens

Floyd Stewart

Dorothy Bonnell Stulberg

Hazel Thomas Molly Todd Jesse Turner Terry Weaver Paul S. White

Deborah Evans Williams Sen. Avon Williams, Sr. The Hon. AW Willis Carol Lynn Yellin

David Yellin

REFLECTIONS FROM HUMAN RIGHTS ADVOCATES



The *Reflections from Human Rights Advocates* film collaboration is an initiative to document, through video interviews, civil and human rights history from the past 50 years in Tennessee. Interviews were conducted across the state in Chattanooga, Memphis, Nashville and Knoxville to document those Human Rights Advocates honored by the Tennessee Human Rights Commission.

In celebrating the Commission's 50th Anniversary, the Commission travelled across the state in the spring of 2013 to honor individuals across the state that have made a significant impact on civil and human rights in this country (see page 26 for complete listing).

Our generous partners at organizations across the state made this initiative possible. The partners for this project are the Church of Scientology (Nashville), Tennessee State University Office of Diversity & International Affairs (Nashville), University of Tennessee at Chattanooga Office of Equity & Diversity and TV Station (Chattanooga), University of Tennessee Office of Equity & Diversity and Communications Department (Knoxville) and WKNO TV Station (Memphis).

The Commission extends our deepest thanks and gratitude to these organizations for their partnership, hard work and generous contribution to recording the history of dedicated Human Rights Advocates in Tennessee.





HUMAN RIGHTS ADVOCATES - SPRING 2013 HONOREES

During the Spring of 2013, the Commission convened across the state to celebrate our 50th Anniversary. Not only a celebration, these events were also an acknowledgment of those in local communities who have been integral in securing equal rights for citizens of this state and country. We were delighted to have community leaders from across the state gather as we remembered our past, reflected on our last fifty years of progress and celebrated our future. These honorees are listed below and some of these inspiring individuals are featuring during the *Reflections from Human Rights Advocates* film during the Luncheon.



Knoxville, TN February 5, 2013

Shirley Carr Clowney
Gloria Garner
Rita Geier
Rev. Dr. Harold Middlebrook
Wilbert Minter
Phyllis Nichols
Elizabeth Peelle
Dewey Roberts
Avon William Rollins, Sr.
Ruth Johnson Smiley
Highlander Research & Education Center



Nashville, TN February 28, 2013

George Barrett, Esq.
Waverly Crenshaw, Esq.
Dr. Charles Kimbrough
The Hon. Jane Eskind
Sen. Thelma Harper
Rosetta Miller-Perry
Dr. Tommie Morton Young
Nashville for All of Us
Tennessee Immigrant &
Refugee Rights Coalition
YWCA of Middle Tennessee

HUMAN RIGHTS ADVOCATES - SPRING 2013 HONOREES



Honorable Carol Berz
Honorable Tommie Brown
Rev. Dr. Virgil Caldwell
Rep. JoAnne Favors
Honorable John Franklin
Johnny D. Holloway
Eddie Holmes
James R. Mapp
Hannah Martin
Pastor Randy Nabors
Napoleon Williams
Pastor H.H. Wright

Chattanooga, TN March 14, 2013

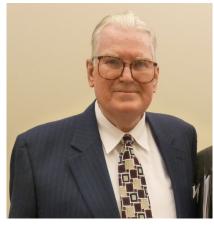


Memphis, TN April 11, 2013

Hon. D'Army Bailey Hon. Walter Bailey Deborah Cunningham Rep. Lois DeBerry Don Donati, Esq. Frances Hooks Dorothy "Happy" Jones Bruce Kramer, Esq. Rev. Johnson Saulsberry Anne Shafer The Hon. Maxine A. Smith Hon. Russell Sugarmon The Hon. Gloria Sweet Love Memphis Area Legal Services Memphis Panel of American Women National Civil Rights Museum



50TH ANNIVERSARY HUMAN RIGHTS ADVOCATES HONOREES



Dr. Fred Cloud

Joseph Fred Cloud, Jr. has a lifetime full of working towards equality, justice and fairness. His education includes a B.A. in English and History from Vanderbilt University, a Master of Divinity from Vanderbilt Divinity School. He then studied at Scarritt College in 1961, where he received his M.A. in Missions. He has a Doctorate of Ministry from Vanderbilt University, which he received in 2000.

Dr. Cloud has been an educator in many capacities at institutions including Austin Peay State University, American Baptist College, and Vanderbilt University Divinity School and at schools in Singapore, Sarawak, Fiji and worked to create the Pacific Islands Christian Education Curriculum.

Dr. Cloud served as Associate to Dr. Warren N. Moore from 1967-70 at the Metro Human Relations Commission. He was appointed to Executive Director in 1970 and served 20 years until his retirement on April 6, 1990. During this time, he helped secure Tennessee's first Fair Employment law, first Fair Housing Law and made possible the Affirmative Action Plan. He also helped establish Commission and Plans in Chattanooga, TN and Birmingham, AL. He was elected President of the National Association of Human Rights Agencies between 1971 and 1973. Upon retirement in April of 1990, he was elected Editor in Chief of the Journal of Intergroup Relations on which he served for ten years until 2000. He has served as Chairman of the Tennessee Fair Housing Council Board of Directors since 1998.

Dr. Cloud was honored with a Human Rights Advocate Award as part of Nashville's United Nations Human Rights Day in 2009, and he received a Lifetime Achievement Award from the International Association of Official Human Rights Agencies during its 2011 meeting.



Mrs. Inez Crutchfield

An untiring participant in civic and political organizations, Mrs. Crutchfield has distinguished herself as a committed, caring woman who works to make life better for others through community service. Mrs. Crutchfield grew up in Watertown, Tennessee and following high school, She received bachelor's and master's degrees from Tennessee State University. Later, she did post-graduate study at Ohio State University. While an assistant professor at Tennessee State University, Mrs. Crutchfield served on numerous departmental and university committees and helped students participating in demonstrations in Nashville

Mrs. Crutchfield was the first black woman to become a member, serve as president and on serve the executive board of the Democratic Women's Club of Davidson County. Mrs. Crutchfield is the first African American to hold an appointed and elected statewide position in the Tennessee State Federation of Democratic Women. She entered national politics as the first black woman representing Tennessee on the Democratic National Committee. She was invited by former President Jimmy Carter to attend a Minority Briefing on legislation affecting minorities. She holds the elected position of State Democratic Executive Committeewoman for the 19th Senatorial District. Her civic contributions have been recognized with many awards and honors, including Woman of the Year, Outstanding Woman in Politics, The Athena Award, 1994 and Academy for Women of Achievement (1994). An active member of the community, Mrs. Crutchfield has served on numerous organizational and political boards and committees, including the Urban League, National Association for the Advancement of Colored People (NAACP, lifetime member), Black Women's Forum, Leadership Nashville, and the Meharry Medical College Board of Trustees (1985 to present).

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Mrs. Jeanne Varnell

A longtime philanthropist, Jeanne Varnell is and has been committed to making a difference in Memphis and beyond. She received her B.A. from Southwestern at Memphis, her M.A. from Whitworth College Leadership Institute and an honorary doctorate from Lambuth University in Jackson TN.

Mrs. Varnell was a Human Relations Trainer and Consultant for non-profit organizations and led many workshops and is still a Spiritual Director. Following the death of Martin Luther King Jr., Mrs. Varnell joined a group of women called the Panel of American Woman consisting of white, black, Protestant and Jewish Women who did ground-breaking work on race relations. She also participated in Concerned Women of Memphis bus rides to view and learn about the conditions of

the garbage workers' homes and life.

Mrs. Varnell, a Trustee and Secretary of the Hyde Family Foundation, was an active board member of The National Civil Rights Museum for 15 years (in which the Hyde Foundation was heavily involved from construction forward in the Museum). Mrs. Varnell is also a member of the Board of Trustees of Rust College, a founding member of the Women's Foundation for a Greater Memphis and the first woman chair of the Board of Trustees of Lambuth University. Jeanne received the Legend Award from the Women's Foundation for Greater Memphis and the lifetime achievement award from the Memphis YWCA. Mrs. Varnell and her husband, Henry D. Varnell Jr., received the Crystal Award for Philanthropist of the Year and the Henry Logan Starks Humanitarian award from Memphis Theological Seminary.



Mrs. Yvonne Wood

Yvonne Wood has been a lifelong advocate for women and equality for all people. Ms. Wood is a founding member and the current Chair of the Tennessee Economic Council on Women and was instrumental in the creation of the Council in 1998. Ms. Wood was a member of the 2006 Leadership Nashville class and was appointed by Governor Haslam to the Southern Regional Education Board in 2011. She also is past President of ATHENA International and CABLE, both organizations committed to creating opportunity for women. She served as Associate Director of the Tennessee Higher Education Commission and Director of the Tennessee Student Assistance Corporation. She represents Tennessee on the Southern Regional Educational Board, a compact of sixteen states. She also represents Tennessee as a delegate to

Vision2020, a national initiative to advance gender equality by the year 2020.

Mrs. Wood has also written and contributed to legislation making scholarships available to Tennessee's most talented students, and a law mandating a two-step pay increase to employees who successfully complete the CPS exam. She holds a B.S. degree from University of Tennessee & M.Ed. from Vanderbilt University. Her lifelong work as an advocate for women has been recognized by the Tennessee General Assembly and the Nashville Metro Council. She has been honored for her many services to Tennessee, including the ATHENA Award in Nashville in 2005, the "Spirit of Leadership Award" from CABLE in 2009 and the Women of Achievement Award from the YWCA in 2006.



First Baptist Church Capitol Hill

First Baptist Church, Capitol Hill (FBCCH) is located in Nashville, Tennessee, where its leaders and members played a critical and pivotal role in the civil rights activities in the city. Today, it continues to serve the entire Nashville community, "advancing the kingdom of Our Lord and Savior through preaching, teaching, and equipping members to do creative ministries to serve mankind."

During the height of the Civil Rights movement FBCCH, under the leadership of Rev. Kelly Miller Smith, Sr., provided leadership to the local NAACP, helped file Nashville's school desegregation case of 1955-57 and founded the Nashville Christian Leadership Council in 1958. Reverend Smith served as president of the Council until

1963. This organization sponsored the nonviolent role in desegregating Nashville's lunch counters, hotels, and theaters. The church also housed the student sit-in movement in 1960, and helped to finance the Freedom Rides in 1961.

Rev. Kelly Miller Smith, Sr., named as one of *Nashville* magazine's "Most Influential Citizens" (1977), former Assistant Dean of Vanderbilt University's Divinity School and founder of the Southern Christian Leadership Conference passed away in 1984. His son, Rev. Kelly Miller Smith, Jr., is the current pastor of First Baptist Church, Capitol Hill.



STATE OF TENNESSEE

EXECUTIVE ORDER

BY THE GOVERNOR

No. 18

AN ORDER ESTABLISHING A COMMISSION ON HUMAN RELATIONS

WHEREAS, The Constitution of the United States of America and the State of Tennessee guarantee to every individual the equal protection of the laws, and

WHEREAS, the public policy of our nation and state is that all persons are created equal and that every individual shall have equal right to life, liberty, and pursuit of happiness regardless of race, color, creed or national origin, and

WHEREAS, a public consciousness exists for the desirability of establishing and promoting enlightened leadership and responsible programs to insure fair and equal opportunity and treatment for all racial, religious, and ethnic groups.

NOW, THEREFORE, I, FRANK G. CLEMENT, Governor of the State of Temmessee, by virtue of authority vested in my by the Constitution and laws of this State, do direct that:

Section 101. There is hereby created a Tennessee Commission on Human Relations which shall be composed of twenty-one members representing all geographical areas of the State together with such representatives of state and local governments as members ex officio as shall be deemed desirable. At the time of appointment, one member shall be designated Chairman and one member as Vice Chairman. Terms of membership shall be for a period of three years except upon establishment, seven members shall be appointed for a period of one year, seven for a period of two years, and seven for a period of three years. Appointments shall be made by the Governor. The Commission shall meet within thirty (30) days of appointment and thereafter upon call of the Chairman. Vacancies on the Commission shall be filled by the Governor within thirty (30) days after a vacancy occurs.

Section 102. The functions and responsibilities of the Commission shall include the following:

EXECUTIVE ORDER NO. 18

Page 2

- · 1. To encourage, promote, and develop fair and equal treatment and opportunity for all persons regardless of race, color, creed, or national origin.
- To coordinate and assist local governmental agencies and commissions on human relations in their efforts to promote better human relations.
- 3. To cooperate with the Tennessee Council on Human Relations; community, professional, civic and religious organizations; Federal agencies, and agencies from other states in the development of public information programs, leadership, and activities in the interest of equal opportunity and treatment of all racial, religious and ethnic groups.
- To conduct research projects and studies and to make reports on race relations in Tennessee.
- $\label{eq:controller} \textbf{5. To annually and periodically report to the Governor on the activities}$ of the Commission.
- 6. To adopt such rules and regulations as are necessary to govern the proceedings of the Commission and to conduct all meetings in accordance with said rules and regulations.

Section 103. The State may furnish a stenographic employee at the Commission meetings for the purpose of recording minutes of said meetings. The financial operations of the Commission shall be subject to an annual audit by the Comptroller of the Treasury.

IN TESTIMONY WHEREOF, I have herewith subscribed my official signature and affixed the great seal of the State of Tennessee this **30th** day of September, 1963.

TILL ST.

YELL ST.

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GOVERNOR

ATTEST:

JOE C. CARR SECRETARY OF STATE

September 30, 1963, Governor Frank Clement signed Executive Order 18 creating the Tennessee Human Relations Commission (THRC) to encourage, promote and develop fair and equal treatment and opportunity for all persons.



January 1, 1964, Governor Clement appoints Rev. Sam Dodson, Pastor of Calvary Methodist Church of Nashville, as Chair of the Commission along with 12 others to staggered terms.

January 3-14, 1964, Governor Clement completes all appointments and releases the names to the public.

Rev. Sam Dodson, Nashville, Chairman

A.W. Willis, Memphis, Vice Chairman

Rev. C.F. Williams, Memphis

Monsignor M.F. Kearney, Memphis

George Barrett, Nashville

Matthew Lynch, Nashville

Dr. Charles T. Morgan, Nashville

Chancellor Madison Sarratt, Nashville

Dr. Charles W. Johnson, Nashville

Dr. Felix Robb, Nashville

Rev. Frank R. Gordon, Knoxville

Dr. Arthur Graham, Oak Ridge

Dr. Elmer P. Gibson, Morristown

Rabbi Max Zucker, Knoxville

Dr. Edward Boling, Knoxville





January 23, 1964, the Commission holds it first meeting. The agenda included three items: Organize THRC within 30 days; hear about climate in 4 largest cities; and hear from the Tennessee Council on Human Relations.

The Commission held meetings on March 24, April 30, May 28, and June 30. During these meeting the Commission addressed a variety of topics including: the March 17,1964 Executive Committee Meeting, Executive Director and staff, Fair Employment Practice Code, Civil Rights Bill, Public Accommodations, Letter of Recommendation to City of Knoxville regarding the Desegregation of City of Knoxville Schools, May 14, 1964 Department of Transportation memo regarding compliance with Federal laws and the May 14, 1964 Department of Employment Security Objection to the Proposed Code of Fair Practices.



March 12, 1965, Governor Clement invites prominent individuals including Kentucky Commission on Human Rights Director Galen Martin, court judges and mayors to speak at the March 21-23, 1965 Governor's Conference.

July, the 84th General Assembly of the State of Tennessee forbids discrimination and segregation in state supported/state-aid/state licensed institute of Education.



First field office opens in Memphis.

Commission developed and mailed a list of recommendations to improve intergroup relations regarding housing to every Housing Authority in Tennessee.

A "Memo to Managers" was mailed to each of the more than 10,000 hotels, motels, theaters, restaurants and movie houses in Tennessee explaining the coverage and enforcement provisions of the Civil Rights Act and the steps that proprietors should take to carry out an effective equal service policy.



There were 30 formal complaints of employment discrimination and 18 formal complaints of discrimination in public accommodations during this reporting period.

- 1966 Commissioners began a review of Executive Order 18 and the need for a Human Rights Law and model bill.
- July 1, 1967, the Legislature authorized the Commission as an independent state agency and the name was changed to the Tennessee Commission for Human Development (TCHD) with official operation beginning on August 21, 1967. The Commission was given a budget of \$50,000 and Commissioners were reduced to 15 with a requirement to meet least 4 times per year.



November 29, 1967, Commission develops and sends a list of recommendations to Governor Ellington.

July 1, 1967, the agency received, processed and investigated 107 formal complaints of discrimination since becoming the Tennessee Commission for Human Development.

January 24, 1968, Governor Ellington issues a memo to all departments regarding Equal Opportunity guidelines.

April 15, 1968, a directive is issued that states all public contracts/ notations on all publications should read "Tennessee is an equal opportunity employer."



1968 Temporary East Tennessee office opens at 846 McCallie Avenue, Chattanooga, Tennessee.

November 22, 1968, 1st Annual Governor's Conference on Housing is held. Kentucky Commission on Human Rights Director Galen Martin spoke.



Commission receives a grant from Equal Employment Opportunity Commission (EEOC) for the purpose of expanding efforts of promoting equal opportunity in the hiring and recruitment practices of Tennessee Employers.

April 4, 1969, Governor Ellington and TCHD issue statements in memory of Dr. King. TCHD participates in a Memorial March held in Memphis.



March 11, 1969, TCHD holds a Knoxville meeting on Fair Housing where more than 200 attended.

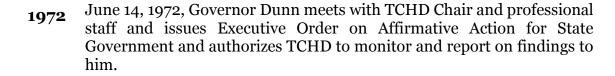
TCHD documents and issues a report for the period 1962-1970 showing the number of state departments employing blacks rose from 14 to 33. The number of non-white employees rose from 7.1% to 11%.

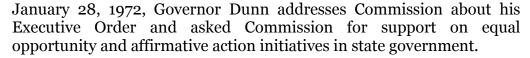
May 1970, the Commission becomes aware of the new federal guidelines to ensure equal employment opportunity and sponsored the Second Annual Governor's Conference on Human Rights.

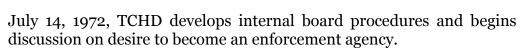


TCHD receives \$17,500 grant from EEOC.

January, 1971, all of Governor Dunn's Cabinet members meet with TCHD staff and commissioners









July 1972, TCHD gains support of Tennessee Municipal League. State Representative Alvin King proposes legislation to change agency name to Tennessee Human Rights Commission.

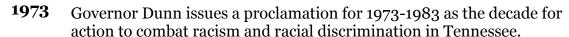
August 11, 1972, Commissioner Jocelyn Dan Wurzburg receives letter from Tom Ebendorf of the Kentucky Commission on Kentucky Human Rights Law, its need and how it functions.

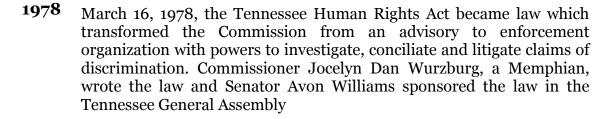
August 18, 1972, discussions continues on enforcement status and TCHD asked the enforcement/legislative committee for assistance with drafting legislation. TCHD reviews the report of personnel department/Affirmative Action plans. TCHD Budget was \$98,000.

July-September, 1972, establishes office in Chattanooga. TCHD issues Report on Minority Employees in Tennessee. Launches Community Relations Program.

October 16, 1972, discussion continues regarding enforcement authority as a Commission initiated bill. Discussion notes that Governor Dunn supports the bill and will sign it.

December, 1972, TCHD holds 250-person Governors Conference on Human Rights.





1979 Tennessee Human Rights Act amended to include sex (gender) TCHD receives EEOC grant to assist in monitoring private business.

1980 Tennessee Human Rights Act amended to include disability.

July 1983, the name of the Commission is officially changed to the Tennessee Human Rights Commission (THRC).

During Fiscal Year '83- '84, the Commission closed 552 employment cases and obtained \$396,066 in monetary benefits.

July 1984, the Tennessee Human Rights Act is amended to include housing.

During Fiscal Year '84- '85, the Commission closed 754 employment cases and obtained \$400,875 in monetary benefits.

HUD certifies THRC's law as "substantially equivalent" with federal fair housing laws through a Memorandum of Understanding.

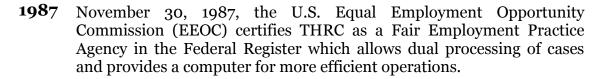








During Fiscal Year '85- '86, the Commission closed 819 employment cases and obtained \$532,575 in monetary benefits.





During Fiscal Year '86- '87, the Commission closed 796 employment cases and obtained \$494,888 in monetary benefits.

1988 January 1, 1988, the Maternity Leave Act is transferred to the Tennessee Human Rights Act.

March 6, 1988, THRC jurisdiction expands to include private employers.



April 8, 1988, upper age limits of 70 are deleted from the Tennessee Human Right Act to comply with federal Age Discrimination in Employment Act.

During Fiscal Year '87- '88, the Commission closed 553 employment cases and obtained \$583,323 in monetary benefits.

During Fiscal Year '88- '89, the Commission closed 998 employment cases and obtained \$569,919 in monetary benefits and closed 47 housing case and obtained \$1,200 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



1990 July 1990, the Tennessee Human Rights Act is amended to include familial status and disability to housing laws.

During Fiscal Year '89- '90, the Commission closed 844 employment cases and obtained \$484,148 in monetary benefits and closed 48 housing case and obtained \$6,685 in monetary benefits. Non-monetary benefits included reinstatement of jobs, promotions, modification or accommodation, policy changes, reinstatement of housing, training, and improved conditions.



During Fiscal Year '90- '91, the Commission closed 655 employment cases and obtained \$736,448 in monetary benefits and closed 40 housing case and obtained \$10,302 in monetary benefits. Non-monetary benefits included reinstatement of jobs, promotions, modification or accommodation, policy changes, reinstatement of housing, training, and improved conditions.

1992 THRC Chattanooga Regional office relocates to state office building

THRC Central office in Nashville relocates to Cornerstone Square building.

During Fiscal Year '91- '92, the Commission closed 650 employment cases and obtained \$845,528 in monetary benefits and closed 46 housing cases. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, equal opportunity training, and improved working conditions.



July, 1993, THRC signes a Memorandum of Understanding updating its cooperative work share agreement with the U.S. Department of Housing & Urban Development (HUD) certifying THRC's law is substantially equivalent with federal fair housing laws.

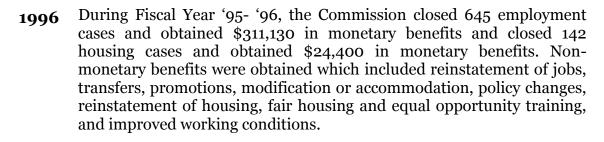


During Fiscal Year '92- '93, the Commission closed 644 employment cases and obtained \$450,436 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes equal opportunity training, and improved working conditions.

During Fiscal Year '93- '94, the Commission closed 677 employment cases and obtained \$323,420 in monetary benefits and closed 61 housing cases and obtained \$9168 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



During Fiscal Year '94- '95, the Commission closed 650 employment cases and obtained \$656,560 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, equal opportunity training, and improved working conditions.





A Title VI Division is created within THRC consisting of 3 coordinators and a secretary to monitor Title VI compliance of T.C.A., §4-21-904 to 905.



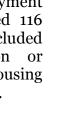
During Fiscal Year '97- '98, the Commission closed 536 employment 1998 cases and obtained \$446,311 in monetary benefits and closed 106 housing cases and obtained \$14,298 in monetary benefits. Nonmonetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



During Fiscal Year '98- '99, the Commission closed 676 employment 1999 cases and obtained \$577,030 in monetary benefits and closed 105housing cases and obtained \$500 in monetary benefits. Nonmonetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



During Fiscal Year 1999-2000, the Commission closed 735 employment 2000 cases and obtained \$295,184 in monetary benefits and closed 108 housing cases. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



During Fiscal Year '00- '01, the Commission closed 549 employment cases and obtained \$379,568 in monetary benefits and closed 116 housing cases. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

THRC holds its first Employment Law Conference to educate employers on their responsibilities.

2002 During Fiscal Year '01- '02, the Commission closed 788 employment cases and obtained \$374,916 in monetary benefits and closed 103 housing cases. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



2003 During Fiscal Year '02- '03, the Commission closed 789 employment cases and obtained \$313,823 in monetary benefits and closed 100 housing cases and obtained \$48,263 in monetary benefits. Nonmonetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

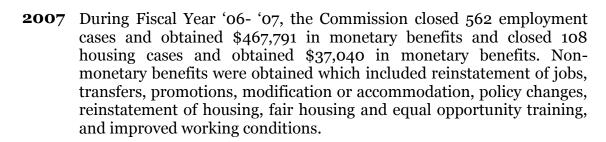
During Fiscal Year '03- '04, the Commission closed 700 employment cases(46 through mediation) and obtained \$516,000 in monetary benefits and closed 102 housing cases and obtained \$104,718 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



During Fiscal Year '04- '05, the Commission closed 580 employment cases and obtained \$115,452 in monetary benefits and closed 97 housing cases and obtained \$28,397 in monetary benefits. Nonmonetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

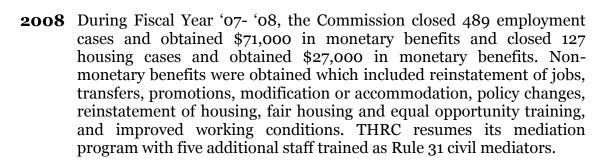


During Fiscal Year '05- '06, the Commission closed 614 employment cases and obtained \$10,416,073 in monetary benefits and closed 105 housing cases and obtained \$5364 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.





THRC expands its education and outreach initiatives by conducting a radio advertisement campaign promoting equal opportunity on 85 radio stations across 90 Tennessee counties. THRC outreach worked closely with grassroots organization and made presentations in over 80 workshops, seminars, home ownership fairs festivals and exhibits speaking to over 90,000 people.





During Fiscal Year '08- '09, the Commission closed 376 employment cases and obtained \$278,525 in monetary benefits and closed 122 housing cases and obtained \$12,588 in monetary benefits. Nonmonetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions. THRC has 8 - Rule 31 trained mediators who conducted 34 employment mediations resulting in \$94,578 of the above-mentioned monetary benefits for the complainants.



During Fiscal Year '09- '10, the Commission closed 543 employment cases and obtained \$440,898 in monetary benefits and closed 155 housing cases and obtained \$69,502 in monetary benefits. Nonmonetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



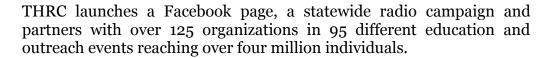
The TN Legislature transfers authority for Title VI of the Civil Rights Act compliance for all state agencies to the Commission. THRC hires its first Title VI Director and creates its state rules and regulations governing the functions and reporting activities of all Tennessee executive branch departments and agencies subject to Title VI.

THRC launches its statewide Commissioner's Listening Session in each of the three grand divisions of the state – East, Middle and West.



2011 The rules and regulations for the Title VI Compliance Program are passed by the Tennessee Legislature and became effective February 13, 2011.

During Fiscal Year '10- '11, the Commission closed 602 employment cases and obtained \$282,845 in monetary benefits (\$81,377 were from mediations) and closed 66 housing cases and obtained \$219,121 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.





The Tennessee General assembly passes a law establishing a framework for the consideration of evidence offered during all stages of the proceedings in employment discrimination and retaliation cases conforming to federal standards.

2012 THRC is honored by the April 4th Foundation at their 12th Annual Awards Banquet in Memphis with their Open Door Award which honors those who have "opened doors" and followed in the spirit of Dr. Martin Luther King, Jr.

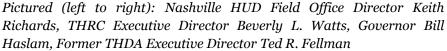


THRC signs a partnership agreement with the National Community Reinvestment Coalition to provide training and resources for THRC staff and other housing industry personnel on fair lending abuse and mortgage fraud.

During Fiscal Year '11- '12, the Commission closed 446 employment cases and obtained \$179,030 in monetary benefits(\$96,857 were from mediations) and closed 113 housing cases and obtained \$33,370 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



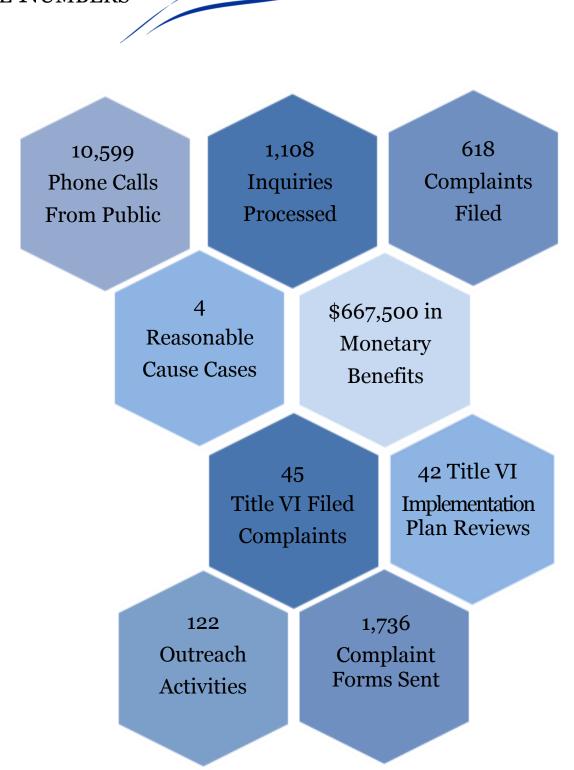








TENNESSEE HUMAN RIGHTS COMMISSION BY THE NUMBERS



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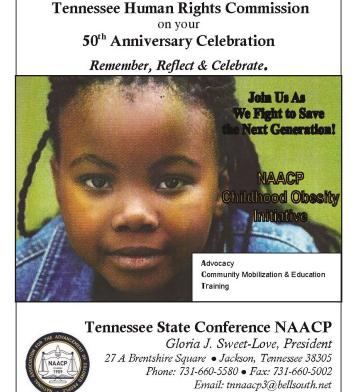
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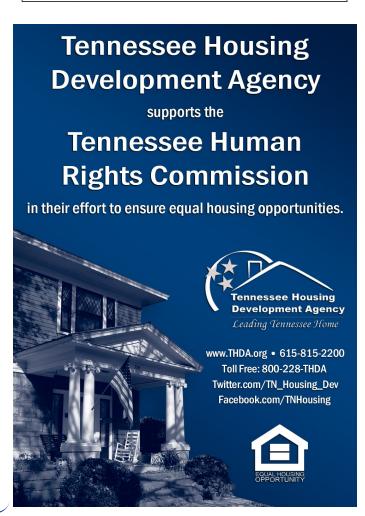
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Our mission is to provide an organized platform for the encouragement, creation and support of commemorative historical and educational programs on the anniversary of the tragic assassination of Dr. Martin Luther King, Jr. on April 4th, 1968 in Memphis, Tennessee.

The Foundation also facilitates and encourages community and national development of programs and events that serve to celebrate and reaffirm the Foundation's collective belief in economic justice and equality for all.

Footsteps Youth Leadership Summit on Civil Rights is designed to fulfill our mission.

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THE TENNESSEE HUMAN RIGHTS COMMISSION EXTENDS SINCERE THANKS

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